

IT IS EXPECTED THAT A QUORUM OF THE BOARD OF PUBLIC WORKS, PLAN COMMISSION, AND ADMINISTRATION COMMITTEE WILL BE ATTENDING THIS MEETING; (ALTHOUGH IT IS NOT EXPECTED THAT ANY OFFICIAL ACTION OF ANY OF THOSE BODIES WILL BE TAKEN)

**CITY OF MENASHA**  
**Personnel Committee**  
**140 Main Street, 3rd Floor Council Chambers**  
October 15, 2007

5:45 PM

**AGENDA**

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**1. CALL TO ORDER**

**A. Call to Order**

**2. ROLL CALL/EXCUSED ABSENCES**

**A. Roll Call**

**3. MINUTES TO APPROVE-MINUTES & COMMUNICATIONS TO RECEIVE**

**Minutes to approve:**

**A. Personnel Committee Minutes, 4/17/07**

☐ [Attachments](#)

**4. DISCUSSION**

**A. Discussion regarding Health, Dental, Vision Rates for 2008.**

☐ [Attachments](#)

**B. Accept Vision Insurance Plan of America 3 Year Renewal.**

☐ [Attachments](#)

**5. ADJOURNMENT**

**A. Adjournment**

"Menasha is committed to its diverse population. Our Non-English speaking population or those with disabilities are invited to contact the Menasha Clerk at 967-3600 24 hours in advance of the meeting so special accommodations can be made."

**CITY OF MENASHA**  
**Personnel Committee**  
**Common Council Chambers, 140 Main St. Menasha**  
April 17, 2007

## MINUTES DRAFT

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### I. ROLL CALL/EXCUSED ABSENCES

#### A. [Roll Call](#)

##### Motions

| Motion Type | Motion Text   | Made By | Seconded By | Motion Result |
|-------------|---|---------|-------------|---------------|
|             | Meeting called to order by CA/HRD Brandt at 9:04p.m.  |         |             |               |
|             | PRESENT: Ald. Merkes, Taylor, Wisneski, Pack, Hendricks, Eckstein, Michalkiewicz, Chase, Mayor Laux.                            |         |             |               |
|             | ALSO PRESENT: CA/HRD Brandt, PC Stanke, DPW Radtke, CDD Keil, C/T Stoffel, PRD Tungate, PHD Nett, Clerk Galeazzi and the Press. |         |             |               |

### II. MINUTES TO APPROVE-MINUTES & COMMUNICATIONS TO RECEIVE

#### Minutes to approve:

#### A. [Personnel Committee, 3/5/07](#)

##### Motions

| Motion Type | Motion Text                         | Made By           | Seconded By   | Motion Result |
|-------------|-------------------------------------|-------------------|---------------|---------------|
| Approve     | Personnel Committee Minutes, 3/5/07 | Alderman Eckstein | Alderman Pack | Passed        |
|             | Motion carried on voice vote.       |                   |               |               |

### III. ACTION ITEMS

#### A. [Election of Chair](#)

##### Motions

| Motion Type | Motion Text  | Made By            | Seconded By     | Motion Result |
|-------------|--|--------------------|-----------------|---------------|
| Move        | to appoint Ald. Michalkiewicz as Chairman of Personnel Committee   | Alderman Hendricks | Alderman Taylor | Passed        |
| Move        | to appoint Ald. Eckstein as Chairman of Personnel Committee  | Mayor Laux         | Alderman Pack   |               |
| Move        | to appoint Ald. Hendricks as Chairman of Personnel Committee   | Alderman Merkes    | Alderman Taylor |               |
|             | Having no more nominations, CA/HRD Brandt called the nominatins to a close.  |                    |                 |               |
|             | Motion carried on roll call 8-1 for Ald. Michalkiewicz. Voting for Michalkiewicz: Taylor, Wisneski, Pack, Hendricks, Eckstein, Michalkiewicz, Chase, Mayor Laux. Voting for Hendricks: Merkes. Ald. Michalkiewicz was declared the winner and Chairman of Personnel Committee. |                    |                 |               |

#### B. [Election of Vice-Chair](#)

##### Motions

| Motion Type | Motion Text  | Made By         | Seconded By        | Motion Result |
|-------------|--|-----------------|--------------------|---------------|
|             | Chairman Michalkiewicz took over.  |                 |                    |               |
| Move        | to appoint Ald. Hendricks as Vice-Chairman of Personnel Committee  | Alderman Taylor | Alderman Wisneski  |               |
| Move        | to appoint Ald. Eckstein as Vice-Chairman of Personnel Committee   | Mayor Laux      | Alderman Hendricks | Passed        |
|             | Having no more nominatins, Chairman Michalkiewicz called the nominations to a close.   |                 |                    |               |
|             | Motion carried on roll call 8 -1 for Ald. Eckstein. Voting for Eckstein: Merkes, Wisneski, Pack, Hendricks, Eckstein, Michalkiewicz, Chase, Mayor Laux. Voting for Hendricks: Taylor Ald. Eckstein was declared the winner and Vice-Chairman of Personnel Committee. |                 |                    |               |

#### IV. ADJOURNMENT

##### A. [Adjournment](#)

##### Motions

| Motion Type | Motion Text                   | Made By           | Seconded By     | Motion Result |
|-------------|-------------------------------|-------------------|-----------------|---------------|
| Move        | to adjourn at 9:09p.m.        | Alderman Wisneski | Alderman Merkes | Passed        |
|             | Motion carried on voice vote. |                   |                 |               |

Respectfully submitted by Deborah A. Galeazzi, City Clerk



MEMO

TO: Personnel Committee

FROM: Jeff Brandt JSB

SUBJECT: Health, Dental & Vision Insurance

DATE: October 10, 2007

Preliminary rates for health insurance for 2008 have been received. The current projected increase for the Network HMO 1 is 8%. This brings the rate to:

| <u>Single</u> | <u>EE/Spouse</u> | <u>EE/Child</u> | <u>Family</u> |
|---------------|------------------|-----------------|---------------|
| \$430.93      | \$904.96         | \$794.22        | \$1394.07     |

Unionized employees choosing this plan in 2008 will pay 6% of the premium. For comparison purposes the family contribution would be \$83.64.

The current projected increase for Network Custom POS is:

| <u>Single</u> | <u>EE/Spouse</u> | <u>EE/Child</u> | <u>Family</u> |
|---------------|------------------|-----------------|---------------|
| \$506.90      | \$1064.50        | \$934.24        | \$1639.83     |

Unionized employees choosing this plan in 2008 will pay 9% of the premium. For comparison purposes the family contribution would be \$147.59.

We are still negotiating with Network Health Plan in an attempt to lower these rates further. To illustrate the change from the PPO under the WPPI Trust to Network HMO the lowering of premiums for health insurance for a family plan is represented below..:

| <u>WPPI 06</u> | <u>WPPI renewal 07</u> | <u>WPPI renewal 08 (8%)</u> | <u>Network 07</u> | <u>Network 08</u> |
|----------------|------------------------|-----------------------------|-------------------|-------------------|
| \$1736.50      | \$1887.58              | \$2038.59                   | \$1290.81         | \$1394.07         |

This translates into a 31.6% reduction in premiums. For the two years, this has saved the City over \$500,000. We were able to accomplish this through the meetings of the Employee Insurance

Committee, the willingness of all unions and non-represented employees to work with the City and Network to reduce the benefits previously enjoyed. As you may recall, this is the major reason that the unionized increase for 2008 is 2.5% on January 1 and 1.5% on July 1.

The rate for Delta Dental has increased 2.5%. It will be:

| <u>Single</u> | <u>Family</u> |
|---------------|---------------|
| \$32.65       | \$88.64.      |

Unionized employees pay the same percentage of the premium for dental as they pay for health. For comparison purposes the HMO family contribution would be \$5.32 and POS would be \$7.98.

The rate for Vision Plan of America remains unchanged. They have offered a three year contract with no rate increase. I recommend that the Personnel Committee recommend the approval of the three year rate and that the Common Council approve it. That rate is:

| <u>Single</u> | <u>Limited Family</u> | <u>Family</u> |
|---------------|-----------------------|---------------|
| \$4.70        | \$9.40                | \$12.40.      |

Unionized employees pay the same percentage of the premium for dental as they pay for health. For comparison purposes the HMO family contribution would be \$.74 and POS would be \$1.12.

Presuming non-represented annual adjustments stay relatively consistent with Union increases for 2008, a recommendation will be brought forth non-unionized premium contributions will be the same.

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# Vision Insurance Plan of America, Inc.

P.O. BOX 44077 • MILWAUKEE, WI 53214-7077 • 414-475-1875 • 800-883-5747 • FAX 414-475-1599

October 3, 2007

**CITY OF MENASHA**  
**Brenda Taubel**  
**140 Main St.**  
**Menasha, WI 54952**

Dear Ms. Taubel,

The anniversary of your group's Vision Care program is January 1, 2008. Our pool in which your group #122600 participates continues to remain financially stable; therefore I am pleased to advise you that we are extending your current rates for another 36 months.

|                | <u>Current Rates</u> | <u>Renewal Rates</u> |
|----------------|----------------------|----------------------|
| Single         | \$ 4.70              | \$ 4.70              |
| Limited Family | \$ 9.40              | \$ 9.40              |
| Family         | \$ 12.40             | \$ 12.40             |

The new rates will become effective January 1, 2008. These rates will be guaranteed for 36 months from the effective date, therefore your next renewal date will be January 1, 2011.

Since this is an anniversary, it is an opportunity to conduct an open enrollment of employees. Please contact our office if you need marketing or enrollment materials.

I would like to extend my appreciation to you and Rae Anne Beaudry of Health Care Systems Consultants for selecting VIPA as your Vision Care provider.

Sincerely,

**Mark P. Wallner**  
**Vice President – Sales**

MPW/jar

Cc: Rae Anne Beaudry/Health Care Systems Consultants